

Global IT Giant partners with **KNOLSKAPE** for award-winning **Women Leadership Development Solution**

The client is a subsidiary of a global software giant delivering innovative technology solutions. Headquartered in New Delhi, the organization has been voted as one of the 'Great Places of Work' five years in a row. The organization is at the helm of creating high levels of employee trust and engagement within the organization – focusing on diversity and inclusion, empowering women, and gender expectations, at a time when gender diversity has been troubling within the IT Industry.

'Diversity and Inclusion' is a key agenda for the organization. They are focused on leading the industry best practice and strive for equal opportunity for all their women employees. This is indicative in the fact that the organization boasts of high retention and representation of women leaders in top management (a whopping 42% women representation) against industry benchmarks. The current focus for the client is to further encourage women leaders across levels within the organization to effectively lead themselves, others and business, and improve women representation in leadership positions such as team leads and middle management.

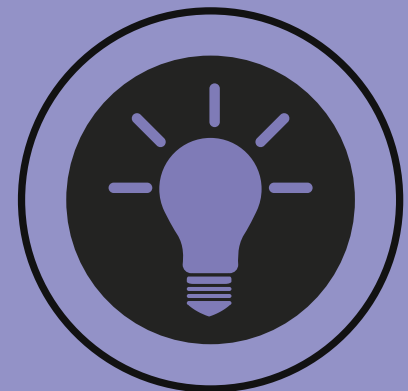
Challenge

- Despite many high-potential women employees, there are significantly fewer women leaders within the organization
- Women leaders in technology show less confidence to actively engage in problem solving and decision-making processes, and leading from the front
- The organization needed a differentiated solution that could accelerate the empowerment of women leaders and help them perform to their full potential



Solution

- The organization decided to partner with KNOLSKAPE for this intervention as they were offered a solution that:
 - Was customized to the needs of women leaders
 - Followed a blended learning delivery approach
 - Empowered women leaders lead themselves, others, and business
 - Incorporated digital technologies to track performance, provide feedback in a safe learning environment, and assist with high knowledge retention and engagement
- To help the client develop their women employees in technology, KNOLSKAPE designed and delivered a highly experiential developmental journey, blending classroom trainings with simulations in a virtual learning environment, case studies, action learning projects and bite sized learning modules addressing various competencies over a span of 6 month.
- This program aimed to equip women leaders with capabilities necessary for the new, complex gamut of responsibilities, in People Management, Stakeholder Management and Business Acumen.
- The developmental journey addressed 4 key areas:
 - Confident and Effective Communication
 - Learning Agility
 - Prioritization
 - Innovation and Big-Picture Thinking



Impact

- Substantial change in overall behavior and technical results post the intervention
- 30% increase in cognitive levels and knowledge
- 45% increase in overall engagement across teams
- 96% completion on Action Live Projects focused on implementation of learning from the intervention

